



DEPARTMENT OF THE ARMY
HEADQUARTERS, 43D SIGNAL BATTALION
UNIT 29227
APO AE 09014

NETC-SER-BC

01 FEB 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum #7 - Equal Opportunity Program

1. REFERENCE: AR 600-20, Army Command Policy, dtd 13 May 2002.
2. Equal Opportunity is essential to readiness. Equal opportunity means all relationships between army officers, NCOs, soldiers, civilians, and family members are founded on Army Values. From that foundation rises a framework of trust; and upon that trust we build unit cohesion. Equal opportunity is not a luxury, a frill, or a social program. It is a combat necessity.
3. People are the cornerstone of our mission readiness. Every member of the 43D Signal Battalion will be treated fairly and given an equal opportunity to maximize their potential based solely on merit, fitness, and capability - regardless of race, color, religion, gender, or national origin. Additionally, Department of the Army Civilians are protected from on-the-job discrimination based on age, sexual orientation, or disability. This policy applies to all 43D Signal Battalion subordinate units, regardless of location, as well as their family members, civilian employees and contract personnel. It applies both on and off post, during duty and non-duty hours, and to working, living, and recreational environments.
4. Leaders are required to conduct unit equal opportunity training quarterly. As a minimum, two of the quarters will consist of Prevention of Sexual Harassment training. Commanders must assess their unit's training needs to determine equal opportunity topics for the remaining two quarters. Additionally, soldiers and civilian employees have the responsibility to report discrimination and sexual harassment through their chain of command. Commanders must respond to these issues swiftly and fairly.
5. I fully support the Equal Opportunity Program and hold all commanders accountable for the EO climate within their units. I expect leaders at all levels to set the example and foster an environment free of unlawful discrimination, harassment, and offensive behavior.
6. The proponent of this memorandum is SSG Bussey, Battalion Equal Opportunity Leader at DSN 370-8081.
7. *"Teamwork, Strength, Speed. Always Professional!"*

PHILIP A. HOYLE
LTC, SC
Commanding

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